

State of Wisconsin



W2 Hiring Report Fiscal Year 2016

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Mission Statement...

The Division of Personnel Management (DPM) mission is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

Vision Statement...

DPM's vision is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.

W-2 HIRING REPORT

Fiscal Year 2016

July 1, 2015 to June 30, 2016



STATUTORY MANDATE

Section 230.147 Wis. Stats., requires state agencies with 100 or more full-time equivalent (FTE) positions to annually prepare and implement a plan to hire customers of the Wisconsin Works (W-2) program. The Division of Personnel Management, Bureau of Affirmative Action (DPM/BAA) reviews each agency's W-2 plan and results during monitoring visits. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 employment program. The State Fair Park Board is required to participate by state law and is, therefore, always included in the report.

The goals of the W-2 employment program are to ensure that W-2 customers are: (1) employed in state service in the same ratio as the ratio of persons receiving W-2 to the state civilian labor force; and (2) enabled to become economically self-sufficient.

WISCONSIN WORKS (W-2) EMPLOYMENT STANDARDS

State agencies with more than 100 full-time equivalent positions are required to develop and implement a plan to hire W-2 participants [Wis. Stats 230.147]. The W-2 goal for the state is based on the ratio of the average case load receiving aid in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. In fiscal year 2016, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 15,602; whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,113,606, or a ratio of .05%. DPM has set a standard for state agencies to hire two percent of its permanent classified positions for fiscal year 2016 from W-2 participants.

GOAL ACHIEVEMENT - FISCAL YEAR 2016

Collectively the State of Wisconsin government has achieved the W-2 hiring goal of two percent for fiscal year 2016. Of the 2,372 original hires for permanent classified positions in all state agencies, 242, or 10.2 percent new hires were W-2 participants. Each state agency has a part in contributing to the overall achievement of the W-2 program.

In the following pages, we have summarized the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system, Wisc.Jobs.



RESOURCES AVAILABLE TO ASSIST AGENCIES TO ACHIEVE W-2 GOALS

DPM encourages agencies to use the W-2 Certification in their hiring process. Together with DCF, DPM provides resources and support to agencies to recruit, test, certify, and retain W-2 customers. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use W-2 as a special qualification for filling a vacant position under general certification rules to increase the diversity of their applicants during the certification process. In addition, agencies have the option to select using only the W-2 Certification during the hiring process. The W-2 Certification contains only individuals currently eligible for W-2 services.

For information about the **W-2 certification method** and the hiring process, state agencies should contact DPM Bureau of Merit, Recruitment and Selection by sending an email to ESC@wisconsin.gov, or calling (608) 266-1731.

For information about the **W-2 planning, strategy and report**, state agencies should contact DPM/BAA by sending an email to DPMBAA@wi.gov, or calling (608) 266-5709; TTY: Call Relay 711.

For the management of the **W-2 program** in the State of Wisconsin, state agencies should contact the DCF by sending an email to: bwf_co@wisconsin.gov.

**Permanent W-2 Hires Report
Number of Agency New Original Hires for FY 2016**

Department	Number of W-2 New Original Hires
Agriculture, Trade & Consumer Protection, Dept of	5
Children and Families, Department of	12
Corrections, Department of	29
Government Accountability Board	1
Health Services, Department of	105
Military Affairs, Department of	5
Natural Resources, Department of	4
Public Defender, Office of State	4
Public Instruction, Department of	1
Revenue, Department of	4
Safety and Professional Services, Department of	4
Transportation, Department of	10
Veterans Affairs, Department of	49
Wisconsin Technical College System Board	1
Workforce Development, Department of	8
Total New Hires	242

Note: Agencies not listed had no W-2 hires.

Permanent W-2 Hires Report
Number of Hires by Classification for FY 2016

Class Title	Total
00160 – ACCOUNTANT	1
00162 – FINANCIAL SPECIALIST-SENIOR	4
01500 - REVENUE AUDITOR	2
03461 - REAL ESTATE SPECIALIST	1
07930 - AGENCY LIAISON	1
09110 - BUDGET AND POLICY ANALYST AGENCY-ADV	1
09472 - PROGRAM AND POLICY ANALYST-ADV	2
16160 - OFFICE OPERATIONS ASSOCIATE	13
16470 - OPERATIONS PROGRAM ASSOCIATE	3
18301 - LEGAL ASSOCIATE	1
18401 - LEGAL SECRETARY	1
19033 - EMPLOYMENT SECURITY ASSISTANT 3	4
19302 - TRANSPORTATION CUST REP-SENIOR	1
19410 - HUMAN RESOURCES ASSISTANT	2
19701 - UNEMPLOYMENT COMPENSATION ASSOC 1	1
21311 - PAYROLL AND BENEFITS SPECIALIST	1
23002 - MEDICAL PROGRAM ASSISTANT ASSOCIATE	2
23270 - ENVIRONMENTAL PROGRAM ASSOCIATE	1
23690 - LICENSE/PERMIT PROGRAM ASSOCIATE	2
35101 - HEALTH INFORMATION TECHNICIAN 1	1
38101 - NURSING ASSISTANT 1	26
38102 - NURSING ASSISTANT 2	10
38250 - HEALTH SVCS NURSING COORDINATOR	1
38302 - NURSE CLINICIAN 2	9
38500 - LICENSED PRACTICAL NURSE	6
38501 - RESIDENT CARE TECHNICIAN – ENTRY	15
38502 - RESIDENT CARE TECHNICIAN – OBJ	18
38581 - RESIDENT CARE SUPERVISOR	1
48260 – EMPLOYMENT AND TRAINING SPECIALIST	1
48501 - UNEMPLOYMENT BENEFIT SPECIALIST	1
49000 - VOCATIONAL REHABILITATION PROGRAM ASSOCIATE	1
49201 - DISABILITY DETERMIN SPEC-ENTRY	1
49501 - PROBATION AND PAROLE AGENT	5
49820 - DCF PROGRAM SUPERVISOR	1

**Permanent W-2 Hires Report
Number of Hires by Classification for FY 2016**

Class Title	Total
50201 - TREATMENT SPECIALIST 1	1
51401 - SOCIAL WORKER-CORRECTIONS	3
51502 - ECONOMIC SUPPORT QA SPECIALIST ADV	1
52100 - PSYCHOLOGICAL ASSOCIATE	1
52160 - PSYCHOLOGIST-LICENSED	1
52961 - INITIAL ASSESSMENT SPECIALIST	5
53201 – CHAPLAIN	1
53760 - YOUTH COUNSELOR	2
54201 - INCOME MAINTENANCE SPECIALIST 1	32
54301 - CHILD CARE SUBSIDY SPECIALIST	4
54303 - CHILD CARE SUBSIDY SPECIALIST-SENIOR	1
59490 - SCHOOL ADMINISTRATION CONSULTANT	1
65502 - MILITARY AFFAIRS SECURITY OFFICER	1
65700 – RANGER	1
66001 - PSYCHIATRIC CARE TECHNICIAN	12
66002 - PSYCHIATRIC CARE TECHNICIAN – ADV	2
66100 - CORRECTIONS COMMUNICATION OPERATOR	4
66601 - FIRE/CRASH RESCUE SPECIALIST	2
67571 - REVENUE AGENT	1
67572 - REVENUE AGENT 3	1
73901 - WTS AND MEASURES PETRO SYS SPEC-ENTRY	1
74701 – CONSUMER PROTECTION INVESTIGATOR	1
75401 - DMV CUSTOMER SERVICE REPRESENTATIVE	8
76126 - FACILITIES REPAIR WORKER-ADVANCED	1
84202 - CORRECTIONS FOOD SERVICE LEADER 2	1
84402 - COOK 2	1
84801 - FOOD SERVICE ASSISTANT 1	4
84802 - FOOD SERVICE ASSISTANT 2	2
86501 - LAUNDRY WORKER	1
89161 – CUSTODIAN	3
99904 - OFFICE SUPPORT EXAM	1
Total New Hires	242